

OFFICE OF HUMAN CAPITAL MANAGEMENT

OFFICE OF INNOVATIONS AND SOLUTIONS

ENTERPRISE TRAINING SERVICES, HR-21

Senior Executive Service

Candidate Development Program

The Office of Human Capital Management is pleased to announce the Department of Energy Senior Executive Service (SES) Candidate Development Program.

As a member of this program, you will have a unique opportunity to develop your leadership competencies and expand your knowledge of the numerous and exciting challenges facing DOE and other similar government agencies. This training will also provide a rewarding and challenging learning experience as you interact with other high potential leaders and current executives from throughout the Federal Government. If you believe you have what it takes to become a part of the guiding force that will navigate this organization through its many challenges and future changes, DOE needs YOU!

The Department is seeking a diverse pool of high-potential candidates with a record of leadership skills, demonstrated integrity, sound judgment, and the highest ethical standards of public service for this exciting opportunity. Approximately 25 participants will be selected to participate in this program. Based upon the Department's critical mission needs, it is anticipated that a majority of selections will be made from candidates with appropriate professional, technical, scientific, and engineering backgrounds. Selections will be guided by an assessment of the candidates' education, experience, and leadership potential and will adhere to merit system principles. As part of that process, the top candidates will be required to participate in a formal OPM assessment center evaluation and structured interview.

Please note that successful completion of the SES-CDP does not guarantee placement into an SES position. However, those successfully completing the program will be given the opportunity to obtain an SES Qualifications Review Board (QRB) Certification from OPM. A QRB Certification enables candidates to be placed non-competitively into an SES position if an organization chooses to fill an SES vacancy in that manner.

Program Opportunity Announcement Number:

OPM has announced the program opportunity through the USAJOBS website at <http://www.usajobs.com/> using announcement number # DOE SESCDP 2007 or use this link to open the announcement <http://jobsearch.usajobs.opm.gov/getjob.asp?JobID=55731503>

Opening date: May 14, 2007 – June 4, 2007

Qualification Requirements:

For initial consideration, applicants must be in the Federal civilian workforce at the GS-14 or GS-15 or equivalent level with a minimum of one year of supervisory/managerial experience.

Key Program Features:

- A 12-16 month program
- Orientation
- Individual mentor from the SES
- Interagency core training (80 hours)
- Other individually-tailored developmental opportunities
- Individual and group executive coaching
- “Action Learning” group project
- Executive Development Plan (EDP)
- Required reading list
- Online training courses
- Periodic progress reports
- Two developmental assignments of at least four months each of full-time service outside the candidate's program of record which must include an Administrative Organization or Function and a Programmatic/Technical Organization
- Formal graduation

Before completion of the program, DOE will assist participants with the application process for the Qualifications Review Board (QRB) certification. DOE will submit applications to the Office of Personnel Management (OPM) for QRB certification.

Contact Information:

Due to the high volume of inquiries, please use the following sources to obtain answers to your questions.

How to Apply: If you have questions about how to apply for the opportunity, please contact Janine Stevens, OPM at (215) 861-3034 or Janine.Stevens@opm.gov.

Other Inquiries: Please send an e-mail to SESCDP2007@hq.doe.gov and you will receive a response by Karen Lerma, Office of Innovations and Solutions, Enterprise Training Services.